

CA20N
D8705
-M35

Government
Publications

ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

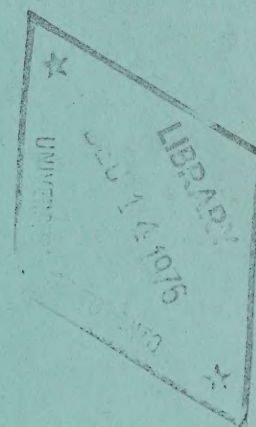
MEETING WITH OCUFA

OCTOBER 26, 1974

INDEX

ITEM

4-00-14	Location, Time
4-00-15	Attendance
4-00-16	Pension Plans
4-00-17	1975-76 BIU Value Recommendation
4-00-18	Changes to the formula
4-00-19	Capital Financing



ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

M I N U T E S

4-00-14 MEETING

Open Meeting with the Ontario Confederation
of University Faculty Association (OCUFA)

LOCATION

COU Board Room
8th Floor, Robarts Library
130 St. George Street
Toronto

DATE AND TIME

October 26, 1974

2:00 p.m. to 4:20 p.m.

4-00-15 PRESENT

OCUA Members

J.S. Dupré

W. E. Bagnall
John J. Deutsch
James D. Fisher
Lin Good
T. Giesbrecht
T. R. Léger
J. F. Mustard
R. S. Ritchie
P. D. Fleck

Mary Bush
A. D'Iorio
Reva Gerstein
Wm. A. Goyan
Daniel G. Hill
A. L. McCallion
Margaret Orange
H. Harold Walker
J. R. Yarnell

OCUA Staff

J. P. Venton
Executive Secretary

N. E. Simmons
Associate Secretary

OCUFA Members and Staff

(see attached list of participants)

Ontario Confederation of University Faculty Associations

Joint Meeting with Ontario Council on University Affairs

October 26, 1974

List of Participants

Norma Bowen	- Chairman, OCUFA
Gregory Bennett	- Executive Vice-Chairman, OCUFA
Jack Ord	- Salary Chairman, OCUFA
Datta Pillay	- Member, OCUFA Executive
Gerald King	- Member, OCUFA Executive
Geoffrey Rans	- Member, OCUFA Executive
Graham Murray	- Executive Associate
Lois Ross	- Research Assistant

The Brief of the Ontario Confederation of University Faculty Associations (OCUFA) was presented and reviewed.

4-00-16 PENSION PLANS

Discussion was initiated through concerns expressed by OCUFA with the quality and diversity of pension plans available to faculty and the current and potential effects such plans had on the university system as a whole. OCUFA stressed that differences in the various plans and lack of portability of plans presented barriers to faculty mobility and, therefore, enrolment shifts could not be balanced by parallel staff movement. Faculty mobility both within and outside of the Ontario university system was viewed by OCUFA as advantageous both to the system and to the individual student.

OCUFA was careful to distinguish between a single pension plan and a single pension fund for the Ontario university system. The former would involve portability and a greater similarity among individual university pension plans, but each university would fund the pension plan for its faculty. The latter would involve one fund for all universities and implicitly would eliminate any dissimilarities in pension plans among university faculties in Ontario.

OCUFA also pointed out that as a result of rapid expansion in the sixties, and a simultaneous increase in the number of faculty, an average of 40% of faculty members fall into an age group between 35 and 45 years. OCUFA envisaged that at the time this group reaches retirement under the provisions of many of the current "final earnings" plans, 10 to 15% of universities' regular operating funds would be required on a yearly basis to offset the costs of their pensions. Some Council members pointed out that it was not legal for universities to allow such a development to materialize. Another member added that the OCUFA statement likely understated the magnitude of required pension funding because the salary projections on which it was based were far too conservative, given current rates of inflation in the economy.

OCUFA stressed that the current operating grants formula would not adequately recognize such a development in pension requirements.

OCUFA recommended that a single Province-wide pension plan be established in the near future while the relative lull in retirements continues, and that adequate funds be provided for its support.

The Council requested, for further consideration at a future date, that OCUFA provide additional data concerning existing pension plans, faculty age concentrations, and its proposal for a Province-wide plan.

4-00-17 1975-76 BIU VALUE RECOMMENDATION

OCUFA recommended that the BIU value for 1975-76 be increased by approximately 17% over 1974-75 to \$2,287. The main supporting arguments for this recommendation were the necessity to maintain faculty purchasing power under present rates of inflation and to provide faculty with the salaries equivalent to those for comparable positions elsewhere in the public and private sectors. Without the recommended increases, potential faculty would be deterred from entering the universities. This situation, it was noted, could be expected to have a detrimental effect on the vitality of Ontario universities and would tend to compound the age-grouping problem noted earlier. The Council was informed that the OCUFA salary policy for 1975-76 as reflected in the BIU recommendation had been rejected as too modest on a number of campuses, where it was felt that a 25% increase would be required to rectify differentials. OCUFA also stressed the interest which faculty associations are showing in recent and forthcoming salary settlements with Government and other employers in the public sector.

Other factors involved in the recommendation for a 17% BIU increase were non-academic salary increases and inflation in non-salary operating expenditures.

It was noted that OCUFA placed a higher priority on salary increases than on complement increases, especially with a view to the future and its emphasis on long-range stability.

4-00-18 CHANGES TO THE FORMULA

OCUFA contended that the Ontario Operating Grants Formula was not appropriate, and that in order to ensure long-term stability, the mechanism used for funding universities must take into account other factors in addition to enrolment. OCUFA proposed that more emphasis be placed on broad expenditure categories such as salaries and supplies, which exhibit consistent patterns across the Province and which are independent of such variables as enrolment, student and discipline mix.

One of the Council members expressed concern that the OCUFA proposal would put less emphasis on the "output" of the university system, namely enrolment.

It was felt that an alternative to the current operating formula could be developed for implementation in 1976-77. The following formal recommendation was received:

"OCUFA recommends the establishment of a task force composed of experts from at least OCUA, OCUFA and COU with a mandate to develop such a mechanism and the ability to draw on technical expertise as needed. We would urge that government officials particularly from MCU be invited to attend the deliberations of such a task force."

4-00-19 CAPITAL FINANCING

OCUFA commented that building renovations were generally overdue, but that there appeared to be adequate overall space in the system, although student shifts often resulted in overcrowding or alternately under-utilization. It was OCUFA's opinion that cyclic renewal support should form part of general operating funds and that, provided such support was adequate to maintain utilization of facilities, existing space would be sufficient.

It was hoped that in the Spring there would be an opportunity to discuss other matters in which OCUFA has a continuing interest.

N. E. Simmons
.....

N. E. Simmons
Associate Secretary

J. S. Dupré
.....

J. S. Dupré, Chairman